

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 15-CB-231588	Date filed November 23, 2018
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America and its Amalgamated Local 71		b. Union Representative to Contact David Jenkins Union Chairman	
c. Address 25510 Kelly Rd, Roseville, MI 48066-4994		d. Tel. No.	e. e. Cell No. (985)269-2643
		f. Fax No.	g. e-Mail chiefchariman64@gmail.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since about June 25, 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6) suspension for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Paragon Systems		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 2200 Veterans Blvd., Ste. 104, Kenner, LA 70062		6. Employer representative to contact Marlon Verice	
7. Type of Establishment (factory, mine, wholesaler) Security Guards	8. Principal product or service Security at Federal Buildings	9. Number of Workers employed 90	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C), an individual	Tel No.
		Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date: 11/23/18	Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		15-CB-231588	March 25, 2019
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America and its Amalgamated Local 71		b. Union Representative to Contact David Jenkins Union Chairman	
c. Address 25510 Kelly Rd, Roseville, MI 48066-4994		d. Tel. No.	e. Cell No. (985)269-2643
		f. Fax No.	g. e-Mail chiefchariman64@gmail.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) & (b)(2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
(1) Since about June 15, 2018, the above-named labor organization has attempted to cause and caused Paragon Systems to suspend (b) (6), (b) (7)(C) for reasons other than the failure to tender uniformly required initiation fees and periodic dues.			
(2) Since about June 25, 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) suspension for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Paragon Systems		4a. Tel. No. 504 462 0872	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 2200 Veterans Blvd., Ste. 104, Kenner, LA 70062		6. Employer representative to contact Marlon Verice	
7. Type of Establishment (factory, mine, wholesaler) Security Guards	8. Principal product or service Security	9. Number of Workers employed 90	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
(b) (6), (b) (7)(C)		the statements therein are true to the best of my knowledge and belief.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	Tel No.
		Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date: 3/25/19	Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
SECOND AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case	Date filed
		15-CB-231588	September 23, 2019
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America and its Amalgamated Local 71		b. Union Representative to Contact David Jenkins Union Chairman	
c. Address 25510 Kelly Rd, Roseville, MI 48066-4994		d. Tel. No.	e. Cell No. (985)269-2643
		f. Fax No.	g. e-Mail chiefchariman64@gmail.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) & (b)(2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
(1) Since about June 15, 2018, the above-named labor organization has attempted to cause and caused Paragon Systems to suspend (b) (6), (b) (7)(C) for reasons other than the failure to tender uniformly required initiation fees and periodic dues.			
(2) On or about June 21, 2019, the above-named labor organization interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by posting information prohibiting activities protected by the Act.			
(3) Since about June 25, 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) suspension for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Paragon Systems		4a. Tel. No. 504 462 0872	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 2200 Veterans Blvd., Ste. 104, Kenner, LA 70062		6. Employer representative to contact Marlon Verice	
7. Type of Establishment (factory, mine, wholesaler) Security Guards	8. Principal product or service Security	9. Number of Workers employed 90	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) statements therein are true to the best of my knowledge and belief.			
(signature of representative or person making charge)		Print/Type name and title or office, if any (b) (6), (b) (7)(C)	Tel No.
Address: (b) (6), (b) (7)(C)		Date 9/23/19	Cell No. (b) (6), (b) (7)(C)
			Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
 PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 15**

* * * * *

PARAGON SYSTEMS

and

(b) (6), (b) (7)(C), an Individual

INTERNATIONAL UNION, SECURITY,
POLICE AND FIRE PROFESSIONALS OF
AMERICA AND ITS AMALGAMATED
LOCAL 71 (PARAGON SYSTEMS)

and

(b) (6), (b) (7)(C), an Individual

* * * * *

*
*
*
*
*
*
*
*
*
*
*
*
*
*
*

Cases 15-CA-231586

15-CB-231588

**ORDER CONSOLIDATING CASES, CONSOLIDATED COMPLAINT
AND NOTICE OF HEARING**

Pursuant to Section 102.33 of the Rules and Regulations of the National Labor Relations Board (the Board), and to avoid unnecessary costs or delay, IT IS ORDERED THAT Case 15-CA-231586, which is based on a charge filed by **(b) (6), (b) (7)(C)** an Individual, against Paragon Systems, Inc., (Respondent Employer), and Case 15-CB-231588, which is based on a charge filed by **(b) (6), (b) (7)(C)** against International Union, Security, Police and Fire Professionals of America and its Amalgamated Local 71 (Respondent Union) (collectively, Respondents), are consolidated.

This Order Consolidating Cases, Consolidated Complaint and Notice of Hearing, which is based on these charges, is issued pursuant to Section 10(b) of the National Labor Relations Act,

29 U.S.C. § 151 et seq. (the Act), and Section 102.15 of the Board's Rules and Regulations and alleges Respondents have violated the Act as described below.

1(a) The charge in Case 15-CA-231586 was filed by (b) (6), (b) (7)(C) on November 23, 2018, and a copy was served by U.S. mail on Respondent Employer on November 26, 2018.

(b) The first amended charge in Case 15-CA-231586 was filed by (b) (6), (b) (7)(C) on September 24, 2019, and a copy was served by U.S. mail on Respondent Employer on September 24, 2019.

(c) The charge in Case 15-CB-231588 was filed by (b) (6), (b) (7)(C) on November 23, 2018, and a copy was served by U.S. mail on Respondent Union on November 26, 2018.

(d) The first amended charge in Case 15-CB-231588 was filed by (b) (6), (b) (7)(C) on March 25, 2019, and a copy was served by U.S. mail on Respondent Union on March 25, 2019.

(e) The second amended charge in Case 15-CB-231588 was filed by (b) (6), (b) (7)(C) on September 23, 2019, and a copy was served by U.S. mail on Respondent Union on September 24, 2019.

2(a) At all material times, Respondent Employer has been a corporation with an office and place of business in Kenner, Louisiana (Respondent Employer's facility), and has been engaged in the business of providing armed guard and security services for the United States Government.

(b) Annually, in conducting its operations, described above in paragraph 2(a), Respondent Employer has been providing security guard services to the United States valued in excess of \$50,000.

(c) Based on its operations described above in paragraph 2(a), Respondent Employer has a substantial impact on the national defense of the United States.

(d) Annually, in conducting its operations described above in paragraph 2(a), Respondent Employer performed services valued in excess of \$5,000 in States other than the State of Louisiana.

3. At all material times, Respondent Employer has been an employer engaged in commerce within the meaning of Section 2(2), (6), and (7) of the Act.

4. At all material times, Respondent Union has been a labor organization within the meaning of Section 2(5) of the Act.

5(a) At all material times, the following individuals held the positions set forth opposite their respective names and have been supervisors of Respondent Employer within the meaning of Section 2(11) of the Act and agents of Respondent Employer within the meaning of Section 2(13) of the Act:

(b) (6), (b) (7)(C)	-	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	-	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	-	(b) (6), (b) (7)(C)

(b) At all material times, the following individuals held the positions set forth opposite their respective names and have been agents of Respondent Union within the meaning of Section 2(13) of the Act:

(b) (6), (b) (7)(C)	-	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	-	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	-	(b) (6), (b) (7)(C)

6(a) About early April 2018, a more specific date presently unknown to the Counsel for General Counsel, (b) (6), (b) (7)(C) engaged in concerted activities with other employees for the

purposes of mutual aid and protection by discussing their rights under the collective bargaining agreement.

(b) On or about June 15, 2018, Respondent Union erroneously and disparately informed Respondent Employer that (b) (6), (b) (7)(C) was trying to organize a work stoppage in violation of the collective bargaining agreement.

(c) Respondent Union engaged in the conduct described above in paragraph 6(b) because the employee engaged in dissident union activity.

7(a) On about (b) (6), (b) (7)(C), 2018, Respondent Employer informed (b) (6), (b) (7)(C) was being suspended.

(b) On about (b) (6), (b) (7)(C), 2018, Respondent Employer suspended (b) (6), (b) (7)(C).

(c) On about (b) (6), (b) (7)(C), 2018, Respondent Employer directed (b) (6), (b) (7)(C) to return the weapon provided to (b) (6), (b) (7)(C) by Respondent Employer.

(d) On about June 20, 2018, Respondent Employer failed to follow its established policy for employees returning weapons when requiring (b) (6), (b) (7)(C) to return (b) (6), (b) (7)(C) weapon.

(e) About June 21, 2018, Respondent Employer condoned the following letter, posted at Respondent Employer's facility:

“Dear Fellow Officers,
It has been brought to the attention of Paragon management and local 711 that anyone who is considering striking or any kind of work stoppage will be violating the CBA agreement between Paragon Systems and Local 711.
This Action will not be tolerated by neither Paragon nor local 711 and will result in termination of Service,

Yours Truly,
(b) (6), (b) (7)(C)

(f) On or about June 21, 2018, Respondent Employer scheduled an investigative interview for (b) (6), (b) (7)(C).

(g) On or about July 3, 2018, Respondent Employer conducted an investigative interview with (b) (6), (b) (7)(C).

(h) On or about (b) (6), (b) (7)(C), 2018, Respondent Employer terminated (b) (6), (b) (7)(C)

8(a) Respondent Employer engaged in the conduct described above in paragraph 7 because (b) (6), (b) (7)(C) engaged in the conduct described above in paragraph 6(a), and to discourage employees from engaging in these or other concerted activities.

(b) Respondent Employer condoned and maintained the rule described above in paragraph 7(e) to discourage its employees from engaging in concerted activities.

(c) Pursuant to Respondent Union's conduct described above in paragraph 6(b), Respondent Employer engaged in the conduct described above in paragraph 7.

(d) By engaging in the conduct described above in paragraphs 7 and 8(c), Respondent Employer has encouraged its employees to assist the Union.

9(a) At all material times, by virtue of Section 9(a) of the Act, Respondent Union has been the exclusive collective-bargaining representative of the following employees of Respondent Employer (the Unit):

All armed and unarmed Protective Security Officers (PSO) employed by Paragon Systems performing guard duties as defined by Section 9(b)(3) of the National Labor Relations Act, assigned to Federal facilities in the following locations; New Orleans, Bogalusa, Covington, Houma, Hammond, Kenner, Morgan City, Gretna, Metairie, Slidell, excluding office clerical employees, managerial personnel, supervisors as defined by the National Labor Relations Act, and all other personnel.

(b) At all material times, Respondents have maintained and enforced a collective-bargaining agreement covering the terms and conditions of employment of the Unit, including a grievance and arbitration procedure.

(c) On or about June 21, 2018, Respondent Union posted at Respondent Employer's facility the letter described above in paragraph 7(e).

(d) By the conduct described in paragraph 9(c), Respondent Union threatened employees with causing Respondent Employer to terminate them by erroneously and disparately asserting they engaged in the protected activity of a work stoppage.

(e) Since about June 25, 2018, Respondent Union has failed to process to arbitration a grievance concerning Respondent Employer's suspension of (b) (6), (b) (7)(C) under the provisions of the agreement described above in paragraph 9(b).

(f) By the conduct described in paragraph 6(b), Respondent Union attempted to cause and caused Respondent Employer to suspend (b) (6), (b) (7)(C)

(g) Respondent Union engaged in the conduct described above in paragraphs 6(b) and 9(c) through 9(f) because (b) (6), (b) (7)(C) engaged in dissident union activity.

(h) By engaging in the conduct described above in paragraphs 6(b) and 9(c) through 9(g), in connection with its representative status described above in paragraphs 9(a) and (b), Respondent Union has failed to represent (b) (6), (b) (7)(C) for reasons that are arbitrary, discriminatory, or in bad faith and has breached the fiduciary duty it owes to said employee and the Unit.

10(a) By the conduct described above in paragraphs 7, 8(a), and 8(b), Respondent Employer has been interfering with, restraining, and coercing employees in the exercise of the rights guaranteed in Section 7 of the Act in violation of Section 8(a)(1) of the Act

(b) By the conduct described above in paragraphs 7, 8(c), and 8(d), Respondent has been discriminating in regard to the hire or tenure or terms or conditions of employment of its

employees, thereby encouraging membership in a labor organization in violation of Section 8(a)(1) and (3) of the Act

(c) By the conduct described above in paragraphs 10 through 12, Respondent Union has been restraining and coercing employees in the exercise of the rights guaranteed in Section 7 of the Act in violation of Section 8(b)(1)(A) of the Act.

(d) By the conduct described above in paragraphs 6(b), 6(c), 9(c) through 9(h) Respondent Union has been attempting to cause and causing an employer to discriminate against its employees in violation of Section 8(a)(3) of the Act in violation of Section 8(b)(2) of the Act.

(e) The unfair labor practices of the Respondents described above affect commerce within the meaning of Section 2(6) and (7) of the Act.

REMEDY

The General Counsel further seeks, as part of the remedy for the allegations in paragraphs 7(b) and 7(h), that Respondent Employer be required to submit the W-2 reflecting backpay paid to (b) (6), (b) (7)(C) to the Regional Director.

The General Counsel further seeks all other relief as may be just and proper to remedy the unfair labor practices alleged.

ANSWER REQUIREMENT

Respondent is notified that, pursuant to §§ 102.20 and 102.21 of the Board's Rules and Regulations, it must file an answer to the consolidated complaint. The answer must be **received by this office on or before March 19, 2020.** Respondent must serve a copy of the answer on each of the other parties.

The answer must be filed electronically through the Agency's website. To file electronically, go to www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number,

and follow the detailed instructions. The responsibility for the receipt and usability of the answer rests exclusively upon the sender. Unless notification on the Agency's website informs users that the Agency's E-Filing system is officially determined to be in technical failure because it is unable to receive documents for a continuous period of more than 2 hours after 12:00 noon (Eastern Time) on the due date for filing, a failure to timely file the answer will not be excused on the basis that the transmission could not be accomplished because the Agency's website was off-line or unavailable for some other reason. The Board's Rules and Regulations require that an answer be signed by counsel or non-attorney representative for represented parties or by the party if not represented. *See* § 102.21. If the answer is a pdf document containing the required signature, no paper copies of the answer need to be transmitted to the Regional Office. However, if the answer to a complaint is not a pdf file containing the required signature, then the E-filing rules require that such answer containing the required signature continue to be submitted to the Regional Office by traditional means within three (3) business days after the date of electronic filing. Service of the answer on each of the other parties must still be accomplished by means allowed under the Board's Rules and Regulations. The answer may not be filed by facsimile transmission. If no answer is filed, or if an answer is filed untimely, the Board may find, pursuant to a Motion for Default Judgment, that the allegations in the consolidated complaint are true.

NOTICE OF HEARING

PLEASE TAKE NOTICE THAT on **a date, time, and place to determined**, and on consecutive days thereafter until concluded, a hearing will be conducted before an administrative law judge of the National Labor Relations Board. At the hearing, Respondent and any other party to this proceeding have the right to appear and present testimony regarding the allegations in this consolidated complaint. The procedures to be followed at the hearing are described in the attached

Form NLRB-4668. The procedure to request a postponement of the hearing is described in the attached Form NLRB-4338.

Dated: March 5, 2020

/s/ Sandra L. Hightower for

**M. KATHLEEN McKINNEY
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS BOARD
REGION 15
600 S. MAESTRI PL., 7th FLOOR
NEW ORLEANS, LA 70130-3413**

Attachments

**UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
NOTICE**

Cases 15-CA-231586
15-CB-231588

The issuance of the notice of formal hearing in this case does not mean that the matter cannot be disposed of by agreement of the parties. On the contrary, it is the policy of this office to encourage voluntary adjustments. The examiner or attorney assigned to the case will be pleased to receive and to act promptly upon your suggestions or comments to this end.

An agreement between the parties, approved by the Regional Director, would serve to cancel the hearing. However, unless otherwise specifically ordered, the hearing will be held at the date, hour, and place indicated. Postponements ***will not be granted*** unless good and sufficient grounds are shown ***and*** the following requirements are met:

- (1) The request must be in writing. An original and two copies must be filed with the Regional Director when appropriate under 29 CFR 102.16(a) or with the Division of Judges when appropriate under 29 CFR 102.16(b).
- (2) Grounds must be set forth in ***detail***;
- (3) Alternative dates for any rescheduled hearing must be given;
- (4) The positions of all other parties must be ascertained in advance by the requesting party and set forth in the request; and
- (5) Copies must be simultaneously served on all other parties (listed below), and that fact must be noted on the request.

Except under the most extreme conditions, no request for postponement will be granted during the three days immediately preceding the date of hearing.

Marlon Vorise, Paragon Systems
2200 Veterans Blvd. Ste. 104
Kenner, LA 70062

Sylvia J. Martinez, Director of Labor Relations
Paragon Systems, Inc.
13655 Dulles Technology Drive, Suite 100
Herndon, VA 20171-4364

David Jenkins
International Union, Security, Police and
Fire Professionals of America and its
Amalgamated Local 71
406 Windrush Drive Apt 2
Hammond LA 70403

Gordon A. Gregory, General Counsel
International Union, SPFPA
Gregory, Moore, Brooks & Clark, PC
65 Cadillac Square, Suite 3727
Detroit, MI 48226

(b) (6), (b) (7)(C)

Procedures in NLRB Unfair Labor Practice Hearings

The attached complaint has scheduled a hearing that will be conducted by an administrative law judge (ALJ) of the National Labor Relations Board who will be an independent, impartial finder of facts and applicable law. **You may be represented at this hearing by an attorney or other representative.** If you are not currently represented by an attorney, and wish to have one represent you at the hearing, you should make such arrangements as soon as possible. A more complete description of the hearing process and the ALJ's role may be found at Sections 102.34, 102.35, and 102.45 of the Board's Rules and Regulations. The Board's Rules and regulations are available at the following link: www.nlrb.gov/sites/default/files/attachments/basic-page/node-1717/rules_and_regs_part_102.pdf.

The NLRB allows you to file certain documents electronically and you are encouraged to do so because it ensures that your government resources are used efficiently. To e-file go to the NLRB's website at www.nlrb.gov, click on "e-file documents," enter the 10-digit case number on the complaint (the first number if there is more than one), and follow the prompts. You will receive a confirmation number and an e-mail notification that the documents were successfully filed.

Although this matter is set for trial, this does not mean that this matter cannot be resolved through a settlement agreement. The NLRB recognizes that adjustments or settlements consistent with the policies of the National Labor Relations Act reduce government expenditures and promote amity in labor relations and encourages the parties to engage in settlement efforts.

I. BEFORE THE HEARING

The rules pertaining to the Board's pre-hearing procedures, including rules concerning filing an answer, requesting a postponement, filing other motions, and obtaining subpoenas to compel the attendance of witnesses and production of documents from other parties, may be found at Sections 102.20 through 102.32 of the Board's Rules and Regulations. In addition, you should be aware of the following:

- **Special Needs:** If you or any of the witnesses you wish to have testify at the hearing have special needs and require auxiliary aids to participate in the hearing, you should notify the Regional Director as soon as possible and request the necessary assistance. Assistance will be provided to persons who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.603.
- **Pre-hearing Conference:** One or more weeks before the hearing, the ALJ may conduct a telephonic prehearing conference with the parties. During the conference, the ALJ will explore whether the case may be settled, discuss the issues to be litigated and any logistical issues related to the hearing, and attempt to resolve or narrow outstanding
- issues, such as disputes relating to subpoenaed witnesses and documents. This conference is usually not recorded, but during the hearing the ALJ or the parties sometimes refer to discussions at the pre-hearing conference. You do not have to wait until the prehearing conference to meet with the other parties to discuss settling this case or any other issues.

II. DURING THE HEARING

The rules pertaining to the Board's hearing procedures are found at Sections 102.34 through 102.43 of the Board's Rules and Regulations. Please note in particular the following:

- **Witnesses and Evidence:** At the hearing, you will have the right to call, examine, and cross-examine witnesses and to introduce into the record documents and other evidence.

- **Exhibits:** Each exhibit offered in evidence must be provided in duplicate to the court reporter and a copy of each of each exhibit should be supplied to the ALJ and each party when the exhibit is offered in evidence. If a copy of any exhibit is not available when the original is received, it will be the responsibility of the party offering such exhibit to submit the copy to the ALJ before the close of hearing. If a copy is not submitted, and the filing has not been waived by the ALJ, any ruling receiving the exhibit may be rescinded and the exhibit rejected.
- **Transcripts:** An official court reporter will make the only official transcript of the proceedings, and all citations in briefs and arguments must refer to the official record. The Board will not certify any transcript other than the official transcript for use in any court litigation. Proposed corrections of the transcript should be submitted, either by way of stipulation or motion, to the ALJ for approval. Everything said at the hearing while the hearing is in session will be recorded by the official reporter unless the ALJ specifically directs off-the-record discussion. If any party wishes to make off-the-record statements, a request to go off the record should be directed to the ALJ.
- **Oral Argument:** You are entitled, on request, to a reasonable period of time at the close of the hearing for oral argument, which shall be included in the transcript of the hearing. Alternatively, the ALJ may ask for oral argument if, at the close of the hearing, if it is believed that such argument would be beneficial to the understanding of the contentions of the parties and the factual issues involved.
- **Date for Filing Post-Hearing Brief:** Before the hearing closes, you may request to file a written brief or proposed findings and conclusions, or both, with the ALJ. The ALJ has the discretion to grant this request and to will set a deadline for filing, up to 35 days.

III. AFTER THE HEARING

The Rules pertaining to filing post-hearing briefs and the procedures after the ALJ issues a decision are found at Sections 102.42 through 102.48 of the Board's Rules and Regulations. Please note in particular the following:

- **Extension of Time for Filing Brief with the ALJ:** If you need an extension of time to file a post-hearing brief, you must follow Section 102.42 of the Board's Rules and Regulations, which requires you to file a request with the appropriate chief or associate chief administrative law judge, depending on where the trial occurred. You must immediately serve a copy of any request for an extension of time on all other parties and furnish proof of that service with your request. You are encouraged to seek the agreement of the other parties and state their positions in your request.
- **ALJ's Decision:** In due course, the ALJ will prepare and file with the Board a decision in this matter. Upon receipt of this decision, the Board will enter an order transferring the case to the Board and specifying when exceptions are due to the ALJ's decision. The Board will serve copies of that order and the ALJ's decision on all parties.
- **Exceptions to the ALJ's Decision:** The procedure to be followed with respect to appealing all or any part of the ALJ's decision (by filing exceptions with the Board), submitting briefs, requests for oral argument before the Board, and related matters is set forth in the Board's Rules and Regulations, particularly in Section 102.46 and following sections. A summary of the more pertinent of these provisions will be provided to the parties with the order transferring the matter to the Board.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 15

PARAGON SYSTEMS

Cases 15-CA-231586
15-CB-231588

And

(b) (6), (b) (7)(C), an individual

INTERNATIONAL UNION, SECURITY, POLICE
AND FIRE PROFESSIONALS OF AMERICA (SPFPA)
AND ITS AMALGAMATED LOCAL NO. 711

and

(b) (6), (b) (7)(C), an individual

RESPONDENT SPFPA'S ANSWER

Respondent International Union, Security, Police and Fire Professionals of America (SPFPA) and its Local No. 711 states the following:

1. (a) Admitted.
(b) Admitted.
(c) Admitted.
(d) Admitted.
(e) Admitted.
2. (a) Admitted.
(b) Admitted.
(c) Admitted.
(d) Admitted.
3. Admitted.
4. Admitted.

5. (a) Admitted.

(b) Admitted in part and denied in part. The three individuals listed hold the listed positions only within SPFPA Local 711 and hold no positions within the International Union.

6. (a) Denied.

(b) Denied.

(c) Denied.

7. (a) Admitted.

(b) Admitted.

(c) Denied, as SPFPA is without knowledge or information sufficient to form a belief as to the truth of the matter asserted.

(d) Denied, as SPFPA is without knowledge or information sufficient to form a belief as to the truth of the matter asserted.

(e) Denied, as SPFPA is without knowledge or information sufficient to form a belief as to the truth of the matter asserted.

(f) Admitted.

(g) Admitted.

(h) Admitted.

8. (a) Denied.

(b) Denied.

(c) Denied.

(d) Denied.

9. (a) Admitted.

(b) Admitted.

(c) Admitted.

(d) Denied.

(e) Denied that SPFPA “failed to process to arbitration a grievance.” SPFPA decided not to pursue a grievance for (b) (6), (b) (7)(C) based on its reasonable good faith belief that any such grievance lacked merit.

(f) Denied.

(g) Denied.

(h) Denied.

10. (a) Denied.

(b) Denied.

(c) Denied.

(d) Denied.

(e) Denied.

AFFIRMATIVE DEFENSES

1. Allegations 9(f), 9(g), and 10(d) are untimely under Sec. 10(b) of the National Labor Relations Act. They are not sufficiently related to any timely claims made against SPFPA.

2. At all relevant times SPFPA acted in accordance with its duty of fair representation.

3. (b) (6), (b) (7)(C) failed to cooperate in (b) (6) disciplinary investigation.

4. (b) (6), (b) (7)(C) failed to mitigate damages.

5. (b) (6), (b) (7)(C) actions were not protected concerted activity.

6. SPFPA had a duty under the collective bargaining agreement to report any planned unauthorized strike, slowdown, stoppage of work, planned inefficiency or any curtailment of work or restriction of interference with the operation of the Company.

7. (b) (6), (b) (7)(C) did not engage in dissident union activity.

8. SPFPA warned (b) (6), (b) (7)(C) that (b) (6) was prohibited from violating the no-strike clause of the collective bargaining agreement.

9. SPFPA reserves the right to add additional defenses as more information becomes available during the course of this matter.

WHEREFORE, Respondent International Union, Security, Police and Fire Professionals of America (SPFPA) and its Local No. 711 seeks that this Complaint be dismissed in its entirety, the relief sought by the Charging Party be denied, and Respondent be awarded its costs and attorney fees.

Respectfully submitted,

GREGORY, MOORE, BROOKS & CLARK, P.C.

By: /s/ Matthew J. Clark
MATTHEW J. CLARK
65 Cadillac Square, Suite 3727
Detroit, MI 48226
(313) 964-5600

Date: March 19, 2020

CERTIFICATE OF SERVICE

I certify that the above document was served on all parties on March 19, 2020 by NLRB e-file or email and USPS mail.

/s/ Matthew J. Clark
MATTHEW J. CLARK

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

In the matter of

**INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF
AMERICA AND ITS AMALGAMATED LOCAL 71
(PARAGON SYSTEMS)**

Charged Party

and

Case 15-CB-231588

(b) (6), (b) (7)(C)

Charging Party

**ORDER TRANSFERRING CASE
FROM REGION 15 TO REGION 5**

Case 15-CB-231588, having been filed with the Regional Director for Region 15 and the General Counsel of the Board having duly considered the matter, and deeming it necessary in order to effectuate the purpose of the National Labor Relations Act, and to avoid unnecessary costs and delay,

IT IS HEREBY ORDERED, in accordance with the Rules and Regulations of the National Labor Relations Board, that Case 15-CB-231588 be, and hereby is, transferred to and continued in Region 5.

/s/ Beth Tursell

FOR:

Peter B. Robb
General Counsel

Dated: January 11, 2021
at Washington, D.C.

cc: Region 15, 5

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE

Case

15-CB-241553

Date Filed

May 13, 2019

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name International Union, Security, Police and Fire Professionals of America	b. Union Representative to contact Rick O'Quinn Title: Vice President, Region 2
c. Address (Street, city, state, and ZIP code) 4100 N Wickham Rd FL Melbourne 32935-2474	d. Tel. No. (321) 622-4729 e. Cell No. (321) 543-3310 f. Fax No. g. e-Mail rickoquinn@spfa.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A), (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Name of Employer North American Security	4a. Tel. No. (601) 715-0429 c. Fax No.	b. Cell No. d. e-Mail s.kingknight@nasecurityinc.com
5. Location of plant involved (street, city, state and ZIP code) 1880 Lakeland Dr. Suite B-1 MS Jackson 39216-	6. Employer representative to contact Stephanie King-Knight Title: MS State Contract Manager	
7. Type of establishment (factory, mine, wholesaler, etc.) Security Systems & Services	8. Identify principal product or service Protective Security Officers	9. Number of workers employed 75
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C) c. Fax No.	b. Cell No. (b) (6), (b) (7)(C) d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)		

12. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
(signature of representative or person making charge) (Print/type name and title or office, if any)

Title:

(b) (6), (b) (7)(C)
Address (date) 05/10/2019 15:31:43

Tel. No.
(b) (6), (b) (7)(C)

Cell No.
(b) (6), (b) (7)(C)

Fax No.

e-Mail
(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

8(b)(3)

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.

15-CB-241553



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 South Maestri Place – 7th Floor
New Orleans, LA 70130-3413

Agency Website: www.nlrb.gov
Telephone: (504)589-6362
Fax: (504)589-4069

October 29, 2019

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and
Fire Professionals of America (North
American Security)
Case 15-CB-241553

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that the International Union, Security, Police and Fire Professionals of America has violated the National Labor Relations Act.

Decision to Partially Dismiss: Based on that investigation, I have decided to dismiss the allegation of your charge, that the International Union, Security, Police and Fire Professionals of America (Union) failed and refused to bargain in good faith with the Employer. Section 8(b)(3) of the Act makes it unlawful for a labor organization “to refuse to bargain collectively with an employer,” and a union may violate this provision in a variety of ways, such as refusing to meet with an employer. *Sheet Metal Workers Local Union No. 20*, 306 NLRB 834, 837 (1992). Here, there was insufficient evidence to establish the Union has failed or refused to bargain in good faith with the Employer and I have therefore decided to dismiss that portion of the charge.

The remaining allegation that the Union violated Section 8(b)(1)(A) of the Act by refusing to process your grievance remains subject to further processing.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency’s e-filing system, go to our website at www.nlrb.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlr.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel** at the **National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **November 12, 2019**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than November 8, 2019. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before November 12, 2019**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after November 12, 2019, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at

International Union, Security, Police and
Fire Professionals of America
(North American Security)
Case 15-CB-241553

- 3 -

October 29, 2019

a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/

M. Kathleen McKinney
Regional Director

MKM/pal

Enclosure

cc: Rick O'Quinn, Vice President, Region 2
International Union, Security, Police and
Fire Professionals of America
4100 N Wickham Road
Melbourne, FL 32935-2474

James M. Moore, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Stephanie King-Knight, MS State
Contract Manager
North American Security
1880 Lakeland Drive, Suite B-1
Jackson, MS 39216

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

International Union, Security, Police and Fire Professionals of America
(North American Security)

Case Name(s).

15-CB-241553

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 South Maestri Place – 7th Floor
New Orleans, LA 70130-3413

Agency Website: www.nlr.gov
Telephone: (504)589-6362
Fax: (504)589-4069

January 10, 2020

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and
Fire Professionals of America (North
American Security)
Case 15-CB-241553

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America has violated the National Labor Relations Act.

Decision to Approve Settlement Agreement: In view of the terms the Charged Party has agreed to in the attached Settlement Agreement, I have determined that it would not effectuate the purposes of the National Labor Relations Act to institute further proceedings at this time. I am, therefore, approving the Settlement Agreement and refusing to issue a complaint in this matter.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlr.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlr.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **January 24, 2020**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than January 23, 2020. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before January 24, 2020**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after January 24, 2020, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at

International Union, Security, Police and
Fire Professionals of America
(North American Security)
Case 15-CB-241553

- 3 -

January 10, 2020

a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/

M. Kathleen McKinney
Regional Director

MKM/pal

Enclosure

cc: Rick O'Quinn, Vice President, Region 2
International Union, Security, Police and
Fire Professionals of America
4100 N Wickham Road
Melbourne, FL 32935-2474

James M. Moore, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Stephanie King-Knight, MS State
Contract Manager
North American Security
1880 Lakeland Dr. Suite B-1
Jackson, MS 39216

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
SETTLEMENT AGREEMENT

IN THE MATTER OF

International Union, Security, Police and Fire Professionals of America Case 15-CB-241553
(SPFPA) (North American Security)

Subject to the approval of the Regional Director for the National Labor Relations Board, the Charged Party and the Charging Party **HEREBY AGREE TO SETTLE THE ABOVE MATTER AS FOLLOWS:**

MAILING OR E-MAILING OF NOTICE — After the Regional Director has approved this Agreement, the Regional Office will send copies of the approved Notice to the Charged Party in English and in additional languages if the Regional Director decides that it is appropriate to do so. A responsible official of the Charged Party will then and copy and mail, at its own expense, a copy of the attached Notice to all bargaining unit members working at the Employer's facility in Columbus, Mississippi, as of the date the Regional Director approved this agreement. Those Notices will be signed by a responsible official of the Charged Party and show the date of mailing. The Charged Party will provide the Regional Director written confirmation of the date of mailing and a list of names and addresses of members to whom the Notices were mailed.

Alternatively, the Charged Party may email a copy of the signed Notice to all bargaining unit members working at the Employer's facility in Columbus, Mississippi, as of the date the Regional Director approved this agreement. The message of the e-mail transmitted with the Notice will state: "We are distributing the Attached Notice to Employees to you pursuant to a Settlement Agreement approved by the Regional Director of Region 15 of the National Labor Relations Board in Case 15-CB-241553." The Charged Party will forward a copy of that email, with all of the recipients' email addresses, to the Region's Compliance Officer at debra.warner@nlrb.gov."

COMPLIANCE WITH NOTICE — The Charged Party will comply with all the terms and provisions of said Notice.

BACKPAY — Within 14 days from approval of this agreement, the Charged Party will make whole the employee named below by payment to him of the amount opposite his name. The Charged Party will make appropriate withholdings for each named employee. No withholdings should be made from the interest portion of the backpay. The Charged Party will also file a report with the Regional Director allocating the payment to the appropriate calendar year.

	Backpay	Interest	Excess Tax Liability	Total
(b) (6), (b) (7)(C)	\$68	\$3	\$1	\$72

NON-ADMISSION CLAUSE — By entering into this Settlement Agreement, the Charged Party does not admit that it has violated the National Labor Relations Act.

SCOPE OF THE AGREEMENT — This Agreement settles only the allegations in the above-captioned case, including all allegations covered by the attached Notice to Employees and Members made part of this agreement, and does not settle any other case or matters. It does not prevent persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters that happened before this Agreement was approved regardless of whether General Counsel knew of those matters or could have easily found them out. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case for any relevant purpose in the



litigation of this or any other case, and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence.

PARTIES TO THE AGREEMENT — If the Charging Party fails or refuses to become a party to this Agreement and the Regional Director determines that it will promote the policies of the National Labor Relations Act, the Regional Director may approve the settlement agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement shall be between the Charged Party and the undersigned Regional Director. In that case, a Charging Party may request review of the decision to approve the Agreement. If the General Counsel does not sustain the Regional Director's approval, this Agreement shall be null and void.

AUTHORIZATION TO PROVIDE COMPLIANCE INFORMATION AND NOTICES DIRECTLY TO CHARGED PARTY — Counsel for the Charged Party authorizes the Regional Office to forward the cover letter describing the general expectations and instructions to achieve compliance, a conformed settlement, original notices and a certification of posting directly to the Charged Party. If such authorization is granted, Counsel will be simultaneously served with a courtesy copy of these documents.

Yes

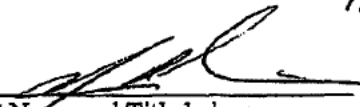

Initials

No

Initials

PERFORMANCE — Performance by the Charged Party with the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director, or if the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by the Charged Party of notice that no review has been requested or that the General Counsel has sustained the Regional Director.

NOTIFICATION OF COMPLIANCE — Each party to this Agreement will notify the Regional Director in writing what steps the Charged Party has taken to comply with the Agreement. This notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. If the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Regional Director that the Charging Party did not request review or that the General Counsel sustained the Regional Director's approval of this agreement. No further action shall be taken in the above captioned case(s) provided that the Charged Party complies with the terms and conditions of this Settlement Agreement and Notice.

Charged Party International Union, Security, Police and Fire Professionals of America (SPFPA)		Charging Party (b) (6), (b) (7)(C)	
By: Name and Title	Date 11/14/19	By: Name and Title	Date
 Print Name and Title below Rick O'Quinn, Vice President		 Print Name and Title below	
Recommended By:	Date 11/15/19	Approved By:	Date 11/19/19
ANDREW T. MIRAGLIOTTA Field Attorney		M. Kathleen McKinney Regional Director, Region 15	

(To be printed and posted on official Board notice form)

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with your employer on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT interfere with, restrain you, or coerce you in the exercise of the above rights.

WE WILL NOT fail to handle grievances for (b) (6), (b) (7)(C) or any other bargaining unit member for arbitrary, discriminatory, or any other unfair reasons.

WE WILL NOT in any like or related manner restrain or coerce you in the exercise of your rights under Section 7 of the Act.

WE HAVE paid (b) (6), (b) (7)(C) for the lost wages which were the subject of the grievance we failed to process on (b) (6) behalf.

**International Union, Security, Police and Fire
Professionals of America (SPFPA)**

(Labor Organization)

Dated: 11/14/19

By: [Signature]

(Representative)

(Title)

Rob O'Quinn

Vice President

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <https://www.federalrelay.us/tty> (link is external), calling one of its toll free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.

600 South Maestri Place – 7th Floor
New Orleans, LA 70130-3413

Telephone: (504)589-6362
Hours of Operation: 8 a.m. to 4:30 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Compliance Officer.





UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 South Maestri Place – 7th Floor
New Orleans, LA 70130-3413

Agency Website: www.nlr.gov
Telephone:
Fax: (504)589-4069
Phone: (901)425-7237

September 21, 2020

James M. Moore, ESQ.
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite. 3727
Detroit, MI 48226-2893
jim@unionlaw.net

Re: International Union, Security, Police and
Fire Professionals of America (North
American Security)
Case 15-CB-241553

Dear Mr. Moore:

The above-captioned case has been closed on compliance. Please note that the closing is conditioned upon continued observance of the informal Settlement Agreement.

Very truly yours,

/S/ MIGUEL RODRIGUEZ

Miguel Rodriquez
Deputy to the Associate General Counsel

cc: Rick O'Quinn, Vice President, Region 2
International Union, Security, Police and
Fire Professionals of America
4100 N Wickham Rd
Melbourne, FL 32935-2474
rickoquinn@spfpa.org

(b) (6), (b) (7)(C)

Stephanie King-Knight,
MS State Contract Manager
North American Security
1880 Lakeland Dr. Suite B-1
Jackson, MS 39216
s.kingknight@nasecurityinc.com

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		15-CB-244091	06/27/2019
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police, and Fire Professionals of America		b. Union Representative to Contact Rick O'Quinn Vice President Region 2	
c. Address 200 N Wickham Rd. Ste 201, Melbourne, FL 32935		d. Tel. No. (321)662-4729	e.e. Cell No.
		f. Fax No.	g. e-Mail rickoquinn@spfp.org
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
For the last six months and continuing, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding the below-named Employer failing to deposit the health and welfare benefits into (b) (6), (b) (7)(C) 401(k) for arbitrary or discriminatory reasons or in bad faith.			

3. Name of Employer Quality Investigations		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail xsecure@qisecurity.com
5. Location of Plant involved (street, city, state, and ZIP code) 10 Commerce Center Dr., Henderson, NV 89014		6. Employer representative to contact Xavier Paterson President	
7. Type of Establishment (factory, mine, wholesaler) Security Services	8. Principal product or service Contracted Security Services		9. Number of Workers employed 82
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.	
	11c. Fax No. (870)495-3210	11d. e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		Tel. No.	
(b) (6), (b) (7)(C), An Individual		(b) (6), (b) (7)(C)	
(signature or representative of person making charge)		Print type name and title or office, if any	
Address: (b) (6), (b) (7)(C)		Date: 6-26-2019	Fax No. (870)495-3210
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 South Maestri Place – 7th Floor
New Orleans, LA 70130-3413

Agency Website: www.nlrb.gov
Telephone: (504)589-6362
Fax: (504)589-4069

August 19, 2019

Rick O'Quinn, Vice President Region 2
International Union, Security, Police,
and Fire Professionals of America
4100 N. Wickham Rd., Suite 107 A #195
Melbourne, FL 32935

Re: International Union, Security, Police, and
Fire Professionals of America
Case 15-CB-244091

Dear Mr. O'Quinn:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/

Sandra L. Hightower
Acting Regional Director

SLH/pal

cc: (b) (6), (b) (7)(C)

Xavier Peterson, President
Quality Investigations
10 Commerce Center Drive
Henderson, NV 89014

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		15-CB-245464	July 25, 2019
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police, and Fire Professionals of America (SPFPA)		b. Union Representative to Contact David L. Hickey, International President	
c. Address 25510 Kelly Road, Roseville MI 48066		d. Tel. No. (586) 772-7250 x108	e. Cell No.
		f. Fax No.	g. e-Mail spfpapres@spfpa.org
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(a) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
Since about February 1, 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to provide (b) (6), (b) (7)(C) with information and assistance (b) (6) requested for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer North American Security		4a. Tel. No. (601) 715-0429	4b. Cell No.
		4c. Fax No.	4d. e-Mail s.kingknight@nasecurityinc.com
5. Location of Plant involved (street, city, state, and ZIP code) 1880 Lakeland Dr. Suite B-1 Jackson, MS 39216		6. Employer representative to contact Stephanie King-Knight, MS State Contract Manager	
7. Type of Establishment (factory, mine, wholesaler) Security Guard Service	8. Principal product or service Security	9. Number of Workers employed 50+	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)	
	11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code)		(b) (6), (b) (7)(C)	
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel No. (b) (6), (b) (7)(C)	
(signature of representative or person making charge)	Print/type name and title or office, if any	Cell No.	
Address: (b) (6), (b) (7)(C)	Date: 7-24-19	Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 South Maestri Place – 7th Floor
New Orleans, LA 70130-3413

Agency Website: www.nlrb.gov
Telephone: (504)589-6362
Fax: (504)589-4069

August 16, 2019

Richard M. Olszewski
Gregory, Moore, Brooks & Clark, PC
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Re: International Union, Security, Police and
Fire Professionals of America (SPFPA)
(North American Security)
Case 15-CB-245464

Dear Mr. Olszewski:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/

M. Kathleen McKinney
Regional Director

MKM/pal

cc: (b) (6), (b) (7)(C)

David L. Hickey, International President
International Union Security Police & Fire
Professionals of America (SPFPA)
25510 Kelly Road
Organizing Department
Roseville, MI 48066

Stephanie King-Knight, MS State
Contract Manager
North American Security
1880 Lakeland Dr. Suite B-1
Jackson, MS 39216

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		15-CB-245470	July 25, 2019
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police, and Fire Professionals of America (SPFPA), Local 711		b. Union Representative to Contact Austin Beasley, Local President	
c. Address BUILDING 8000 RM 118, STENNIS SPACE CENTER, MS 39295		d. Tel. No. (601)916-1300	e. Cell No.
		f. Fax No.	g. e-Mail 711pres@gmail.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(a) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
<p>(1) Since about February 20, 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding the Employer's failure to pay employees in accordance with the collective bargaining agreement, for arbitrary or discriminatory reasons or in bad faith.</p> <p>(2) Since about February 20, 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to provide (b) (6), (b) (7)(C) with information requested on grievance regarding the Employer's failure to pay employees in accordance with the collective bargaining agreement, for arbitrary or discriminatory reasons or in bad faith.</p>			
3. Name of Employer North American Security		4a. Tel. No. (601) 715-0429	4b. Cell No.
		4c. Fax No.	4d. e-Mail s.kingknight@nasecurityinc.com
5. Location of Plant involved (street, city, state, and ZIP code) 1880 Lakeland Dr. Suite B-1 Jackson, MS 39216		6. Employer representative to contact Stephanie King-Knight, MS State Contract Manager	
7. Type of Establishment (factory, mine, wholesaler) Security Guard Service	8. Principal product or service Security	9. Number of Workers employed 50+	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)	
	11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel No. (b) (6), (b) (7)(C)	
(signature of representative or person making charge)	Print/type name and title or office, if any	Cell No.	
Address: (b) (6), (b) (7)(C)	Date: 7-24-19	Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
FIRST AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		15-CB-245470	September 13, 2019
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police, and Fire Professionals of America (SPFPA), Local 711		b. Union Representative to Contact Austin Beasley, Local President	
c. Address BUILDING 8000 RM 118, STENNIS SPACE CENTER, MS 39295		d. Tel. No. (601)916-1300	e.e. Cell No.
		f. Fax No.	g. e-Mail 711pres@gmail.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about February 20, 2019, the above-named labor organization (SPFPA) has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievances of (b) (6), (b) (7)(C) regarding the Employer's failure to pay employees in accordance with the collective bargaining agreement for arbitrary or discriminatory reasons or in bad faith. Specifically, grievances regarding the Employer's practice of: 1) putting employees' health and welfare benefits into a 401k account; 2) paying employees twice a month instead of every Friday; and 3) the Employer's practice of paying employees below their contract wage.			
Since about February 20, 2019, and continuing, the SPFPA has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by failing to keep (b) (6), (b) (7)(C) updated on the status of (b) (6), (b) (7)(C) grievances and/or failing to respond to inquiries regarding (b) (6), (b) (7)(C) grievances for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer North American Security		4a. Tel. No. 601-715-0429	4b. Cell No.
		4c. Fax No.	4d. e-Mail s.kingknight@nasecurityinc.com
5. Location of Plant involved (street, city, state, and ZIP code) 1880 Lakeland Dr., Ste. B-1, Jackson, MS 39216		6. Employer representative to contact Stephanie King-Knight, MS State Contract Manager	
7. Type of Establishment (factory, mine, wholesaler) Security Guard Service	8. Principal product or service Security	9. Number of Workers employed 50+	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C), an individual	
(signature of representative or person making charge)		Print/type name and title or office, if any	
Address: (b) (6), (b) (7)(C)		Date: 09 / 13 / 2019	Tel No. (b) (6), (b) (7)(C)
		Fax No.	Cell No.
		e-Mail	(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
SECOND AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		15-CB-245470	October 2, 2019
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police, and Fire Professionals of America (SPFPA), Local 711	b. Union Representative to Contact Austin Beasley, Local President		
c. Address BUILDING 8000 RM 118, STENNIS SPACE CENTER, MS 39295	d. Tel. No. (601)916-1300	e. Cell No.	
	f. Fax No.	g. e-Mail 711pres@gmail.com	
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about February 20, 2019, the above-named labor organization (SPFPA) has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievances of (b) (6), (b) (7)(C) regarding the Employer's failure to pay employees in accordance with the collective bargaining agreement for arbitrary or discriminatory reasons or in bad faith. Specifically, grievances regarding the Employer's practice of: 1) putting employees' health and welfare benefits into a 401k account; 2) paying employees twice a month instead of every Friday; and 3) the Employer's practice of paying employees below their contract wage. Since about February 20, 2019, and continuing, the SPFPA has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by failing to keep (b) (6), (b) (7)(C) updated on the status of (b) (6), (b) (7)(C) grievances, misinforming (b) (6), (b) (7)(C) of the status of (b) (6), (b) (7)(C) grievance, and/or failing to respond to inquiries regarding (b) (6), (b) (7)(C) grievances for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer North American Security	4a. Tel. No. 601-715-0429	4b. Cell No.	
	4c. Fax No.	4d. e-Mail s.kingknight@nasecurityinc.com	
5. Location of Plant involved (street, city, state, and ZIP code) 1880 Lakeland Dr., Ste. B-1, Jackson, MS 39216	6. Employer representative to contact Stephanie King-Knight, MS State Contract Manager		
7. Type of Establishment (factory, mine, wholesaler) Security Guard Service	8. Principal product or service Security	9. Number of Workers employed 50+	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.	
	11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C) (signature of representative or person making charge)	(b) (6), (b) (7)(C), an individual	Tel. No. (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)	Print/type name and title or office, if any	Cell No.	
	Date: 10/2/2019	Fax No.	
		e-Mail	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
SETTLEMENT AGREEMENT

IN THE MATTER OF

International Union, Security, Police and Fire Professionals of America Case 15-CB-245470
(SPFPA) (North American Security)

Subject to the approval of the Regional Director for the National Labor Relations Board, the Charged Party and the Charging Party **HEREBY AGREE TO SETTLE THE ABOVE MATTER AS FOLLOWS:**

MAILING AND EMAILING OF NOTICE — After the Regional Director has approved this Agreement, the Regional Office will send copies of the approved Notice to the Charged Party in English and in additional languages if the Regional Director decides that it is appropriate to do so. A responsible official of the Charged Party will then and copy and mail, at its own expense, a copy of the attached Notice to all bargaining unit members working at the Employer's facilities in Jackson, Mississippi, from February 1, 2019, to present. Those Notices will be signed by a responsible official of the Charged Party and show the date of mailing. The Charged Party will provide the Regional Director written confirmation of the date of mailing and a list of names and addresses of members to whom the Notices were mailed.

Alternatively, the Charged Party may email a copy of the signed Notice to all bargaining unit members working at the Employer's facilities in Jackson, Mississippi, from February 1, 2019, to present. The message of the e-mail transmitted with the Notice will state: "We are distributing the Attached Notice to Employees to you pursuant to a Settlement Agreement approved by the Regional Director of Region 15 of the National Labor Relations Board in Case 15-CB-245470." The Charged Party will forward a copy of that email, with all of the recipients' email addresses, to the Region's Compliance Officer at debra.warner@nrlrb.gov."

COMPLIANCE WITH NOTICE — The Charged Party will comply with all the terms and provisions of said Notice.

NON-ADMISSION CLAUSE — By entering into this Settlement Agreement, the Charged Party does not admit that it has violated the National Labor Relations Act.

BACKPAY — As of the date this agreement has been approved by the Regional Director, the amount of backpay owed, if any, is unknown. However, if the General Counsel of the National Labor Relations Board shows in compliance proceedings that timely pursued grievances would have been sustained, the Charged Party will make Kipper Breckenridge whole for the increase in damages caused by the initial refusal to process the grievances, together with interest. The Charged Party agrees it will make appropriate withholdings. No withholdings should be made from the interest portion of the backpay. The Charged Party will also file a report with the Regional Director allocating the payment(s) to the appropriate calendar year.

SCOPE OF THE AGREEMENT — This Agreement settles only the allegations in the above-captioned case(s), including all allegations covered by the attached Notice to Employees and Members made part of this agreement, and does not settle any other case(s) or matters. It does not prevent persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters that happened before this Agreement was approved regardless of whether General Counsel knew of those matters or could have easily found them out. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case(s) for any relevant purpose in the litigation of this or any other case(s), and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence.

PARTIES TO THE AGREEMENT — If the Charging Party fails or refuses to become a party to this Agreement and the Regional Director determines that it will promote the policies of the National Labor Relations Act, the Regional Director may approve the settlement agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement shall be between the Charged Party and the

undersigned Regional Director. In that case, a Charging Party may request review of the decision to approve the Agreement. If the General Counsel does not sustain the Regional Director's approval, this Agreement shall be null and void.

AUTHORIZATION TO PROVIDE COMPLIANCE INFORMATION AND NOTICES DIRECTLY TO CHARGED PARTY — Counsel for the Charged Party authorizes the Regional Office to forward the cover letter describing the general expectations and instructions to achieve compliance, a conformed settlement, original notices and a certification of posting directly to the Charged Party. If such authorization is granted, Counsel will be simultaneously served with a courtesy copy of these documents.

Yes _____
Initials

No /s/ RMO
Initials

PERFORMANCE — Performance by the Charged Party with the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director, or if the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by the Charged Party of notice that no review has been requested or that the General Counsel has sustained the Regional Director.

NOTIFICATION OF COMPLIANCE — Each party to this Agreement will notify the Regional Director in writing what steps the Charged Party has taken to comply with the Agreement. This notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. If the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Regional Director that the Charging Party did not request review or that the General Counsel sustained the Regional Director's approval of this agreement. No further action shall be taken in the above captioned case(s) provided that the Charged Party complies with the terms and conditions of this Settlement Agreement and Notice.

Charged Party International Union, Security, Police, and Fire Professionals of America (SPFPA), Local 711		Charging Party (b) (6), (b) (7)(C)	
By: Name and Title	Date	By: Name and Title	Date
/s/ Richard M. Olszewski Attorney for SPFPA Local 711	12/6/19	(b) (6), (b) (7)(C)	12-13-19
Print Name and Title below		Print Name and Title below	
Recommended By: Date		Approved By: Date	
/s/ ALEXANDRA K. R. SCHULE Field Attorney	12/16/19	/s/ M. KATHLEEN MCKINNEY Regional Director, Region 15	12/18/19



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 South Maestri Place – 7th Floor
New Orleans, LA 70130-3413

Agency Website: www.nlrb.gov
Telephone: (504)589-6362
Fax: (504)589-4069

September 24, 2020

Richard M. Olszewski, Attorney at Law
Gregory, Moore, Brooks & Clark, P.C.
65 Cadillac Square. Suite. 3727
Detroit, MI 48226-2893
rich@unionlaw.net

Re: International Union, Security, Police and
Fire Professionals of America (SPFPA),
Local 711 (North American Security)
Case 15-CB-245470

Dear Mr. Olszewski:

The above-captioned case has been closed on compliance. Please note that the closing is conditioned upon continued observance of the informal Settlement Agreement.

Very truly yours,

/s/ Miguel Rodriguez

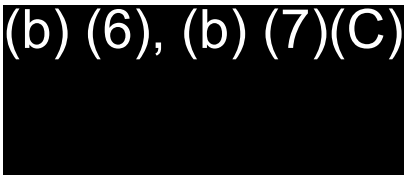
MIGUEL RODRIGUEZ
Deputy to Assistant General Counsel

cc: David L. Hickey, International President
Security Police and Fire Professionals of America
25510 Kelly Road
Roseville, MI 48066-4932
spfapres@spfpa.org

Stephanie King-Knight, MS State Contract Manager
North American Security
1880 Lakeland Dr. Suite B-1
Jackson, MS 39216
s.kingknight@nasecurityinc.com

Alexander MacDonald, Attorney at Law
Littler Mendelson, P.C.
815 Connecticut Avenue NW, Suite 400
Washington, DC 20006-4046
amacdonald@littler.com

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case	Date filed
		15-CB-247861	September 9, 2019
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name INTERNATIONAL UNION OF SECURITY, POLICE & FIRE PROFESSIONALS OF AMERICA, LOCAL NO. 711		b. Union Representative to Contact Austin Beasley President	
c. Address 25510 Kelly Rd., Roseville, MI 48066		d. Tel. No. (601)916-1300	e. e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about August 9, 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6) suspension for arbitrary or discriminatory reasons or in bad faith.			

Since on or about August 26, 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6) termination for arbitrary or discriminatory reasons or in bad faith.

3. Name of Employer Security Walls	4a. Tel. No. 865-546-2597	4b. Cell No.
	4c. Fax No. 865-546-2474	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) Michoud Assembly Facility, 13800 Old Gentilly Rd., New Orleans, LA 70128	6. Employer representative to contact Cpt. Jordan Robinson	
7. Type of Establishment (factory, mine, wholesaler) Contractor	8. Principal product or service Security Services	9. Number of Workers employed 50
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
	11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)		
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.		
By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) an individual	Tel. No. (b) (6), (b) (7)(C)
(Signature of representative or person making charge)	Print type name and title or office, if any	Cell No.
Address: (b) (6), (b) (7)(C)	Date: 9-6-2019	Fax No.
		e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1801) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the

NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to involve its processes.

(b) (6), (b) (7)(C)

RECEIVED
NLRB
2019 SEP -9 AM 10:16

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
FIRST CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		15-CB-247861	11/14/19
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name INTERNATIONAL UNION OF SECURITY, POLICE & FIRE PROFESSIONALS OF AMERICA, LOCAL NO. 711		b. Union Representative to Contact Austin Beasley, President	
c. Address 25510 Kelly Rd., Roseville, MI 48066		d. Tel. No. (601)916-1300	e. e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about August 9, 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6) suspension for arbitrary or discriminatory reasons or in bad faith. Since on or about August 26, 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6) termination for arbitrary or discriminatory reasons or in bad faith. Since on or about August 26, 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by failing to keep (b) (6), (b) (7)(C) updated on the status of (b) (6) grievances and/or misinforming (b) (6), (b) (7)(C) of the status of (b) (6) grievance.			

3. Name of Employer Security Walls	4a. Tel. No. 865-546-2597	4b. Cell No.
	4c. Fax No. 865-546-2474	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) Michoud Assembly Facility, 13800 Old Gentilly Rd., New Orleans, LA 70129	6. Employer representative to contact Cpt. Jordan Robinson	
7. Type of Establishment (factory, mine, wholesaler) Contractor	8. Principal product or service Security Services	9. Number of Workers employed 50
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
	11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)		
12. DECLARATION		
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.		
By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C), an individual	Tel No. (b) (6), (b) (7)(C)
(signature of representative of person making charge)	Print/Type name and title or office, if any	Cell No.
Address: (b) (6), (b) (7)(C)	Date: 11-14-2019	Fax No.
		e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the

NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 South Maestri Place – 7th Floor
New Orleans, LA 70130-3413

Agency Website: www.nlrb.gov
Telephone: (504)589-6362
Fax: (504)589-4069

November 22, 2019

Richard M. Olszewski, Attorney
Gregory, Moore, Brooks & Clark, PC
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Re: International Union of Security Police and
Fire Professionals of America, Local 711
(Security Walls)
Case 15-CB-247861

Dear Mr. Olszewski:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

M. Kathleen McKinney

M. KATHLEEN MCKINNEY
Regional Director

MKM/par

cc:

(b) (6), (b) (7)(C)

Austin Beasley, President
International Union, Security, Police and
Fire Professionals of America, (SPFPA)
and its Local 281
25510 Kelly Rd
Roseville, MI 48066

Jordan L. Robinson Sr., Captain
Security Walls
13800 Old Gentilly Road
Michoud Assembly Facility
New Orleans, LA 70129

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		15-CB-253653	December 20, 2019
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America and its Amalgamated Local 71		b. Union Representative to Contact David Jenkins, Union Chairman	
c. Address 25510 Kelly Rd, Roseville, MI 48066-4994		d. Tel. No. (985)269-2643	e. Cell No.
		f. Fax No.	g. e-Mail chiefchariman64@gmail.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1) (a) of the National Labor-Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since about December 11, 2019 the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) supervisor requiring (b) (6), (b) (7)(C) to work on (b) (6), (b) (7)(C) off day and threatening (b) (6), (b) (7)(C) with discipline for arbitrary or discriminatory reasons or in bad faith.</p>			
3. Name of Employer Paragon Systems		4a. Tel. No. (504)417-1771	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 2200 Veterans Blvd., Ste. 104, Kenner, LA 70062		6. Employer representative to contact Marlon Vorise	
7. Type of Establishment (factory, mine, wholesaler) Security Guard Contractor	8. Principal product or service Security		9. Number of Workers employed 90+
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		Tel No.
(signature of representative or person making charge)	Print/type name and title or office, if any		Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)	Date: 12-19-19	Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 South Maestri Place – 7th Floor
New Orleans, LA 70130-3413

Agency Website: www.nlrb.gov
Telephone: (504)589-6362
Fax: (504)589-4069

March 27, 2020

Richard M. Olszewski, Esq.
Gregory, Moore, Brooks & Clark, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Re: International Union, Security, Police and
Fire Professionals of America and its
Amalgamated Local 71 (Paragon Systems)
Case 15-CB-253653

Dear Mr. Olszewski:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/

M. Kathleen McKinney
Regional Director

cc:

(b) (6), (b) (7)(C)

David Jenkins, Union Chairman
International Union, Security, Police and
Fire Professionals of America and its
Amalgamated Local 71
25510 Kelly Road
Roseville, MI 48066

Marlon Vorice, Captain
Paragon Systems
2200 Veterans Blvd.
Kenner, LA 70062

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS****DO NOT WRITE IN THIS SPACE**Case
15-CB-264247Date Filed
August 6, 2020**INSTRUCTIONS:** File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.**1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT**

a. Name Security Police & Fire Professionals of America (SPFPA)	b. Union Representative to contact Rick O'Quinn	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road Roseville MI 48066	d. Tel. No. (321) 622-4729	e. Cell No.
	f. Fax. No.	
	g. e-mail rickoquinn@spfpa.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) 8(b)(1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
The Union has failed to fulfill its Duty of Fair Representation by not complying with the requirements of its own Constitution to hold a ratification vote on a CBA the Union purported to enter into in March 2020.

3. Name of Employer North American Security 4702 W. Commercial Drive North Little Rock, Arkansas 72116	4a. Tel. No. 501.628.6101	b. Cell No.	c. Fax No.
	d. e-mail r.eads@nasecurityinc.com		
5. Location of plant involved (street, city, state and ZIP code) Federal facilities throughout the state of Arkansas		6. Employer representative to contact Richard Eads	
7. Type of establishment (factory, mine, wholesaler, etc.) Federal facilities	8. Identify principal product or service Security Services		9. Number of workers employed

10. Full name of party filing charge
(b) (6), (b) (7)(C)

11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.	c. Fax No.
	d. e-mail (b) (6), (b) (7)(C)		

12. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Justin P. Keating (Atty for Charging Party)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address 1717 K St., NW, Ste 1120, Washington DC 20006

Date Aug 6, 2020

Tel. No.
202.595.1941

Cell No.
703.966.3193

Fax No.

e-mail
jkeating@beinsaxelrod.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 South Maestri Place – 7th Floor
New Orleans, LA 70130-3413

Agency Website: www.nlrb.gov
Telephone: (504)589-6362
Fax: (504)589-4069

August 24, 2020

jkeating@beinsaxelrod.com

Justin P. Keating, Esq.
Beins, Axelrod, P.C.
1717 K Street, NW, Suite 1120
Washington, DC 20006

Re: Security, Police & Fire Professionals of
America (SPFPA)
(North American Security)
Case 15-CB-264247

Dear Mr. Keating:

We have carefully investigated and considered your charge that Security Police & Fire Professionals of America (SPFPA) has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Charging Party's Right to Appeal: The Charging Party may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: You must file your appeal electronically or provide a written statement explaining why electronic submission is not possible or feasible (Written instructions for the NLRB's E-Filing system and the Terms and Conditions of the NLRB's E-Filing policy are available at www.nlrb.gov. See [User Guide](#). A video demonstration which provides [step-by-step instructions](#) and frequently asked questions are also available at www.nlrb.gov. If you require additional assistance with E-Filing, please contact E-File@NLRB.gov.

You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. If you cannot file electronically, please send the appeal and your written explanation of why you cannot file electronically to the **General Counsel** at the **National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **September 7, 2020**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than September 4, 2020. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before September 7, 2020**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after September 7, 2020, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor requests to limit our use of appeal statements or evidence. Upon a request under the Freedom of Information Act (FOIA) by a party during the processing of an appeal, the Agency's FOIA Branch discloses appeal statements, redacted for personal privacy, confidential source protection, or other applicable FOIA exemptions. In the event the appeal is sustained, any statement or material submitted may be introduced as evidence at a hearing before an administrative law judge. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Very truly yours,

M. Kathleen McKinney / by pal

M. Kathleen McKinney
Regional Director

MKM/pal

Enclosure

(See: Parties on page 3)

Security, Police & Fire Professionals of
America (SPFPA)
(North American Security)
Case 15-CB-264247

- 3 -

August 24, 2020

cc: rickoquinn@spfpa.org

Rick O'Quinn
Security Police and Fire Professionals of
America (SPFPA)
25510 Kelly Road
Roseville, MI 48066-4932

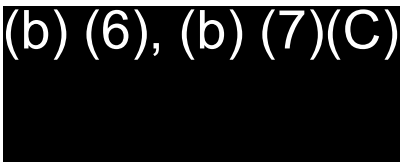
gordon@unionlaw.net

Gordon A. Gregory, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

r.eads@nasecurityinc.com

Richard Eads
North American Security
4702 W. Commercial Drive
North Little Rock, AR 72116

(b) (6), (b) (7)(C)

A large black rectangular redaction box covers the bottom portion of the page, obscuring any text that might have been present below the (b) (6), (b) (7)(C) notation.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case	Date filed
		15-CB-265540	August 31, 2020
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name United Federation of Special Police and Security Officers, Local 667		b. Union Representative to Contact Raynard Roberson Business Agent	
c. Address 1000 Jerry St. Pe Hwy, Pascagoula, MS 39581		d. Tel. No. (228)235-2857	e.e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since about June 10, 2020, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding not being paid for time at work and for changing (b) (6), (b) (7)(C) schedule without notice for arbitrary or discriminatory reasons or in bad faith.</p>			
3. Name of Employer Huntington Ingalls Ship Building		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 1000 Jerry St. Pe Hwy, Pascagoula, MS 39581		6. Employer representative to contact Bryan Cuccias President	
7. Type of Establishment (factory, mine, wholesaler) Manufacturing	8. Principal product or service Navy Ships		9. Number of Workers employed 70
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C) (Signature of representative or person making charge)		(b) (6), (b) (7)(C) An Individual Printtype name and title or office, if any	Tel No.
Address: (b) (6), (b) (7)(C)		Date: 9 July 2020	Cell No. (b) (6), (b) (7)(C)
			Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 South Maestri Place – 7th Floor
New Orleans, LA 70130-3413

Agency Website: www.nlr.gov
Telephone: (504)589-6362
Fax: (504)589-4069

September 30, 2020

Raynard Roberson, Business Agent
United Federation of Special Police
and Security Officers, Local 667
1000 Jerry St. Pe Hwy
Pascagoula, MS 39581

Re: United Federation of Special Police and
Security Officers, Local 667 (Huntington
Ingalls Ship Building)
Case 15-CB-265540

Dear Mr. Roberson:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

M. Kathleen McKinney by hpj
M. KATHLEEN McKINNEY
Regional Director

MKM/hpj

cc: (b) (6), (b) (7)(C)

Bryan Cuccias, President
Huntington Ingalls Ship Building
1000 Jerry St. Pe Hwy
Pascagoula, MS 39581

david.bendana@hii-co.com

David P. Bendana
Assistant General Counsel
Huntington -Ingalls
5220 River Rd Mail Stop 721-4-4
Avondale, LA 70094-2770

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 15-CB-268583	Date Filed November 2, 2020

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America (SPFPA)		b. Union Representative to contact Rick O'Quinn Title: Vice President, Region 2	
c. Address (Street, city, state, and ZIP code) 4100 N Wickham Rd FL Melbourne 32935-2474		d. Tel. No. (321) 622-4729	e. Cell No. (321) 543-3310
		f. Fax No.	g. e-Mail rickoquinn@spfpa.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A), (3) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer North American Security/ Global		4a. Tel. No. (601) 487-6676	b. Cell No.
		c. Fax No.	d. e-Mail s.kingknight@nasecurity.com
5. Location of plant involved (street, city, state and ZIP code) 1880 Lakeland Dr. MS Jackson 39216-_____		6. Employer representative to contact Stephanie King-Knight Title: State Manager	
7. Type of establishment (factory, mine, wholesaler, etc.) Security Systems & Services	8. Identify principal product or service Security	9. Number of workers employed 60	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type name and title or office, if any) Title: (b) (6), (b) (7)(C) Address _____ (date) 11/2/2020 02:42:38		Tel. No. (b) (6), (b) (7)(C) Cell No. (b) (6), (b) (7)(C) Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by issuing unlawful fines and or internal charges.

8(b)(3)

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 05-200
Detroit, MI 48226

Agency Website: www.nlr.gov
Telephone: (313)226-3200
Fax: (313)226-2090

January 12, 2021

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and
Fire Professionals of America (SPFPA)
(North American Security Global)
Case 15-CB-268583

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America (SPFPA) has violated the National Labor Relations Act.

Decision to Partially Dismiss: Based on that investigation, I have decided to dismiss the portion of the charge alleging that the Union violated section 8(b)(1)(A) by failing to hold a ratification vote, and by changing the health and welfare benefits in the current contract, because each allegation, even if true, occurred more than six months prior to the charge being filed and is therefore time barred by Section 10(b) of the Act, which prohibits the issuance of a complaint for conduct occurring more than six months prior to the filing and service of a charge. In addition, I have decided to dismiss the portions of the charge alleging that the Union violated Section 8(b)(1)(A) by issuing unlawful fines and or internal charges, and Section 8(b)(3) by refusing to bargain in good faith with the Employer because there is insufficient evidence to establish a violation of the Act. The remaining allegations that the Union violated Section 8(b)(1)(A) of the Act by failing to respond to your September 22 inquiry and failure to file and process the grievances pertaining to your August discipline and that of another employee's overtime issue, remain subject to further processing.

Charging Party's Right to Appeal: The Charging Party may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: You must file your appeal electronically or provide a written statement explaining why electronic submission is not possible or feasible (Written instructions for the NLRB's E-Filing system and the Terms and Conditions of the NLRB's E-Filing policy are available at www.nlr.gov. See [User Guide](#). A video demonstration

which provides [step-by-step instructions](#) and frequently asked questions are also available at www.nlr.gov. If you require additional assistance with E-Filing, please contact e-filing@nlrb.gov.

You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. If you cannot file electronically, please send the appeal and your written explanation of why you cannot file electronically to the **General Counsel** at the **National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **January 26, 2021**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than January 25, 2021. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before January 26, 2021**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after January 26, 2021, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor requests to limit our use of appeal statements or evidence. Upon a request under the Freedom of Information Act (FOIA) by a party during the processing of an appeal, the Agency's FOIA Branch discloses appeal statements, redacted for personal privacy, confidential source protection, or other applicable FOIA exemptions. In the event the appeal is sustained, any statement or material submitted may be introduced as evidence

at a hearing before an administrative law judge. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Very truly yours,

A handwritten signature in black ink, appearing to read "Terry Morgan". The signature is fluid and cursive, with the first name "Terry" and last name "Morgan" clearly distinguishable.

Terry Morgan
Regional Director

Enclosure

KAT/jm

cc: Rick O'Quinn, Vice President, Region 2
International Union, Security, Police and
Fire Professionals of America (SPFPA)
4100 N Wickham Rd
Melbourne, FL 32935-2474

James M. Moore, Attorney
Gregory, Moore, Brooks and Clark, P.C.
28 W. Adams Avenue, Suite 300
Detroit, MI 48226

Stephanie King-Knight, State Manager
North American Security/ Global
1880 Lakeland Dr.
Jackson, MS 39216

FORM NLRB-508
(2-08)

FORM EXEMPT UNDER 46 U.S.C. 3542

**UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATIONS
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 16-CB-8303	Date Filed 4/20/2011

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America		b. Union Representative to contact Don Eagle VP Region 3	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road Roseville Mi 48066-		d. Tel. No. (586)772-7250	e. Cell No. () -
		f. Fax No. (586)772-9644	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) 1A of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the above Union by its officers, agents and/or representatives have breached its duty of fair representation to (b) (6), (b) (7)(C) by failing and/or refusing to address and/or grieve (b) (6), (b) (7)(C) record of job seniority with the Employer.			
3. Name of Employer G4S Secure Solutions USA		4a. Tel. No. (956)753-6923	b. Cell No. (956)331-9202
		c. Fax No. () -	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 5415 Springfield Suite 3A Laredo Tx 78043-		6. Employer representative to contact Hector Captain Michell	
7. Type of establishment (factory, mine, wholesaler, etc.) government contract services	8. Identify principal product or service detection services		9. Number of workers employed 300+
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. () -	b. Cell No. (b) (6), (b) (7)(C)	
	c. Fax No. () -	d. e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
13. DECLARATION I declare that the statements herein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (Print type name and title or office, if any) (b) (6), (b) (7)(C) Address (b) (6), (b) (7)(C) (date) 4-20-11		Tel. No. () - Cell No. (b) (6), (b) (7)(C) Fax No. () - e-Mail	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74842-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to initiate its processes.



United States Government
NATIONAL LABOR RELATIONS BOARD
REGION 16
Room 8A24, Federal Office Building
819 Taylor Street
Fort Worth, Texas 76102-6178
Agency Web Site: www.nlr.gov

January 17, 2021

Mr. Gordon A. Gregory
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226

Re: International Union, Security, Police
and Fire Professionals of America
(G4S Secure Solutions USA)
Case No. 16-CB-8303

Dear Mr. Gregory:

This is to advise that with my approval the charge in the above matter has been withdrawn.

Sincerely,

Martha Kinard
Regional Director

cc: Mr. Don Eagle, VP Region 3
International Union, Security, Police and
Fire Professionals of America
25510 Kelly Road
Roseville, MI 48066

Mr. Gianni Santana
Post Office Box 451632
Laredo, TX 78045

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATIONS
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE

Case

16-CB-8364

Date Filed

7/25/2011

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name International Union, Security, Police and Fire Professionals of America		b. Union Representative to contact David Hickey President	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road Roseville MI 48006-		d. Tel. No. (587)772-7250 180	e. Cell No. () -
		f. Fax No. (586)772-9644	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the six months prior to the filing of the instant charge, the above named Union restrained and coerced the Port Isabel Detention Facility bargaining units in the exercise of their Section 7 rights by:- Failing and refusing to negotiate and bargain a new contract- Failing and refusing to inform bargaining unit members of the status of negotiations- Discontinuing monetary contributions to the local- Canceling open enrollment and informing bargaining unit members that benefits will only continue for union members. The above conduct is in retaliation for the bargaining unit members' dissident union activity.

3. Name of Employer Ahtna Technical Services, Inc.		4a. Tel. No. (907)334-9664	b. Cell No. () -
		c. Fax No. (907)272-6356	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 580 East 34th Avenue Anchorage AK 99503-		6. Employer representative to contact Rick Durham	
7. Type of establishment (factory, mine, wholesaler, etc.) Government	8. Identify principal product or service Security	9. Number of workers employed 350	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. () -
		c. Fax No. () -	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	

13. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Individual
(b) (6), (b) (7)(C) representative or person making charge (Print/type name and title or office, if any)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (date) 7/28/2011

Tel. No.
(b) (6), (b) (7)(C)
Cell No.
() -
Fax No.
() -
e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



United States Government
NATIONAL LABOR RELATIONS BOARD
REGION 16
Room 8A24, Federal Office Building
819 Taylor Street
Fort Worth, Texas 76102-6178
Agency Web Site: www.nlr.gov

January 17, 2021

Mr. David Hickey
International Union, Security, Police and Fire
Professionals of America
25510 Kelly Road
Roseville, MI 48006

Re: International Union, Security, Police
and Fire Professionals of America
(Ahtna Technical Services, Inc.)
Case No. 16-CB-8364

Dear Mr. Hickey:

This is to advise that with my approval the charge in the above matter has been withdrawn.

Sincerely,

Martha Kinard
Regional Director

cc:

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATIONS
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE

Case
16-CB-8365

Date Filed
7/25/2011

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name International Union, Security, Police and Fire Professionals of America		b. Union Representative to contact David Hickey President	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road Roseville MI 48066-		d. Tel. No. (586)772-7250 108	e. Cell No. () -
		f. Fax No. (586)772-9644	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about June 21, 2011, the above named Union restrained and coerced (b) (6), (b) (7)(C) in the exercise of his Section 7 rights by inappropriately processing and/or refusing to further process (b) (6) discharge grievance.

3. Name of Employer Ahtna Technical Services, Inc.		4a. Tel. No. (907)334-9664	b. Cell No. () -
		c. Fax No. (907)272-6356	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 580 East 34th Avenue Anchorage AK 99503-		6. Employer representative to contact Rick Durham	
7. Type of establishment (factory, mine, wholesaler, etc.) Government	8. Identify principal product or service Security	9. Number of workers employed 350	
10. Full name of party filing charge (b) (6), (b) (7)(C):		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. () -
		c. Fax No. () -	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			

13. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Individual
(b) (6), (b) (7)(C) representative or person making charge (Print/type name and title or office, if any)

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (date) 7/18/2011

Tel. No. (b) (6), (b) (7)(C)
Cell No. () -
Fax No. () -
e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause TOTAL P.04



United States Government
NATIONAL LABOR RELATIONS BOARD
REGION 16
Room 8A24, Federal Office Building
819 Taylor Street
Fort Worth, Texas 76102-6178
Agency Web Site: www.nlr.gov

January 17, 2021

Mr. David Hickey
International Union, Security, Police and Fire
Professionals of America
25510 Kelly Road
Roseville, MI 48066

Re: International Union, Security, Police
and Fire Professionals of America
(Ahtna Technical Services, Inc.)
Case No. 16-CB-8365

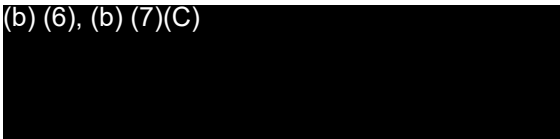
Dear Mr. Hickey:

This is to advise that with my approval the charge in the above matter has been withdrawn.

Sincerely,

Martha Kinard
Regional Director

cc: (b) (6), (b) (7)(C)



UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATIONS
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE

Case

Date Filed

/ /

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name

International Union, Security, Police and Fire Professionals of America

b. Union Representative to contact

David

Hickey

President

c. Address

(Street, city, state, and ZIP code)

25510 Kelly Road

Roseville

MI 48066-

d. Tel. No.

(586)772-7250 108

e. Cell No.

() -

f. Fax No.

(586)772-9644

g. e-Mail

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about June 21, 2011, the above named Union restrained and coerced (b) (6), (b) (7)(C) in the exercise of (b) (6) Section 7 rights by inappropriately processing and/or refusing to further process (b) (6) discharge grievance.

3. Name of Employer

Ahtna Technical Services, Inc.

4a. Tel. No.

(907)334-9664

b. Cell No.

() -

c. Fax No.

(907)272-6356

d. e-Mail

5. Location of plant involved (street, city, state and ZIP code)

580 East 34th Avenue

Anchorage

AK

99503-

6. Employer representative to contact

Rick

Durham

7. Type of establishment (factory, mine, wholesaler, etc.)

Government

8. Identify principal product or service

Security

9. Number of workers employed

350

10. Full name of party filing charge

(b) (6), (b) (7)(C)

11a. Tel. No.

(b) (6), (b) (7)(C)

b. Cell No.

() -

c. Fax No.

() -

d. e-Mail

11. Address of party filing charge (street, city, state and ZIP code.)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

13. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Individual

(Signature of (b) (6) representative or person making charge)

(Print/Type name and title or office, if any)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(date) 8/16/2011

Tel. No.

(b) (6), (b) (7)(C)

Cell No.

() -

Fax No.

() -

e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

(b) (6), (b) (7)(C)

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATIONS
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE

Case

Date Filed

/ /

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name International Union, Security, Police and Fire Professionals of America	b. Union Representative to contact David Hickey President	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road Roseville MI 48006-	d. Tel. No. (587)772-7250 180 f. Fax No. (586)772-9644	e. Cell No. () - g. e-Mail

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the six months prior to the filing of the instant charge, the above named Union restrained and coerced the Port Isabel Detention Facility bargaining units in the exercise of their Section 7 rights by:- Failing and refusing to negotiate and bargain a new contract- Failing and refusing to inform bargaining unit members of the status of negotiations- Discontinuing monetary contributions to the local- Canceling open enrollment and informing bargaining unit members that benefits will only continue for union members. The above conduct is in retaliation for the bargaining unit members' dissident union activity.

3. Name of Employer Ahtna Technical Services, Inc.	4a. Tel. No. (907)334-9664 c. Fax No. (907)272-6356	b. Cell No. () - d. e-Mail
---	--	-----------------------------------

5. Location of plant involved (street, city, state and ZIP code) 580 East 34th Avenue Anchorage AK 99503-	6. Employer representative to contact Rick Durham
---	--

7. Type of establishment (factory, mine, wholesaler, etc.) Government	8. Identify principal product or service Security	9. Number of workers employed 350
--	--	--------------------------------------

10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C) c. Fax No. () -	b. Cell No. () - d. e-Mail
---	---	-----------------------------------

11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
---	---------------------	---------------------

13. DECLARATION I declare that I have read the above charge and the statements therein are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Individual (signature) (b) (6), (b) (7)(C) (Print/type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C) Cell No. () - Fax No. () - e-Mail
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (date) 8/16/2011		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause

TOTAL P.02



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 16
819 TAYLOR ST
RM 8A24
FORT WORTH, TX 76102-6107

Agency Website: www.nlrb.gov
Telephone: (817)978-2921
Fax: (817)978-2928

October 31, 2011

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and
Fire Professionals of America
(Ahtna Technical Services)
Case 16-CB-063125 and 16-CB-063056

DEAR (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA has violated the National Labor Relations Act.

Decision to Dismiss: The charge in Case No. 16-CB-063125 alleged that the International Union, Security Police and Fire Professionals of America (SPFPA) violated Section 8(b)(1)(A) of the Act by the following conduct:

1. failing and refusing to bargain a new contract;
2. failing and refusing to inform bargaining unit employees of the status of the negotiations;
3. discontinuing monetary contributions to the local; and
4. cancelling open enrollment and informing bargaining unit members that benefits will only continue for union members.

The charge in Case No. 16-CB-063056 alleges that the Union violated Section 8(b)(1)(A) of the Act by not processing your termination grievance.

I am dismissing the allegation that the International Union failed and refused to bargain a new contract because the evidence showed that the Local Union delayed bargaining for a new contract if wages could not be discussed and then requested extension of the CBA then in place. Because the evidence did not establish that the International refused to bargain over a new CBA, I am refusing to issue complaint on this allegation.

I am dismissing the allegation that the International Union failed and refused to inform bargaining unit employees of the status of the negotiations because the investigation revealed that the International kept you (the only shop steward at the time) informed of the negotiations.

I am dismissing the allegation that the International Union discontinued dues payments to the Local Union because that is a matter for internal union control and the International Union's Constitution and Bylaws permits such conduct.

I am dismissing the allegation that the International Union discontinued its union-sponsored insurance because the International had disclaimed interest and therefore, was no longer the bargaining representative for the employees.

Finally, I am dismissing the allegation concerning the failure to process your termination grievance because the collective bargaining agreement expressly excluded the processing of grievances for employees who (b) (6), (b) (7)(C)

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **File Case Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **November 14, 2011**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the **Office of Appeals in Washington, D.C.** by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than November 13, 2011.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlrb.gov, click on **File Case Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before November 14, 2011**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

October 31, 2011

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

MARTHA KINARD
REGIONAL DIRECTOR

Enclosure

cc GENERAL COUNSEL
OFFICE OF APPEALS
FRANKLIN COURT BUILDING
NATIONAL LABOR RELATIONS BOARD
1099 14TH STREET, NW
WASHINGTON, DC 20570

MR. RICK DURHAM
AHTNA TECHNICAL SERVICES, INC.
580 E. 34TH AVENUE
ANCHORAGE, AK 99503-4116

MR. DAVID L. HICKEY, PRESIDENT
INTERNATIONAL UNION, SECURITY, POLICE
AND FIRE PROFESSIONALS OF AMERICA
25510 KELLY ROAD
ROSEVILLE, MI 48066-4932

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		16-CB-125422	3-28-2014
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA)		b. Union Representative to Contact DON EAGLE	
c. Address 25510 KELLY ROAD, ROSEVILLE, MI 48066-4932		d. Tel. No. (586)772-9644	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			

Since about February 27, 2014, the above-named labor organization has restrained and coerced employees by refusing to arbitrate the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) discharge for arbitrary or discriminatory reasons or in bad faith.

3. Name of Employer G4S SECURE SOLUTIONS USA		4a. Tel. No. 956-753-6923	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 4211 E. Saunders, Laredo, TX 78043		6. Employer representative to contact Henry Martinez, Acting Captain	
7. Type of Establishment (factory, mine, wholesaler) Security	8. Principal product or service Security	9. Number of Workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			

12. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

By: (b) (6), (b) (7)(C) (signature or representative of or person making charge)	(b) (6), (b) (7)(C), Individual Print/type name and title or office, if any)	Tel. No. (b) (6), (b) (7)(C)
		Cell No.
		Fax No.
Address: (b) (6), (b) (7)(C)		Date: 3-26-14
		e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 16
819 Taylor St Rm 8A24
Fort Worth, TX 76102-6107

Agency Website: www.nlr.gov
Telephone: (817)978-2921
Fax: (817)978-2928

May 30, 2014

DON EAGLE, VICE PRESIDENT REGION 3
INTERNATIONAL UNION, SECURITY, POLICE
AND FIRE PROFESSIONALS OF AMERICA (SPFPA)
25510 KELLY ROAD
ROSEVILLE, MI 48066-4932

Re: International Union, Security, Police and
Fire Professionals of America (SPFPA)
(G4S Secure Solutions USA)
Case 16-CB-125422

Dear Mr. EAGLE:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

MARTHA KINARD
Regional Director

cc:

(b) (6), (b) (7)(C)

HENRY MARTINEZ, ACTING CAPTAIN
G4S SECURE SOLUTIONS USA
4211 E. SAUNDERS
LAREDO, TX 78043

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		16-CB-131361	6-20-2014
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name SPFPA, Local Union 725		b. Union Representative to Contact Valentine De La Cruz, Union President	
c. Address 6425 Boeing Dr., Suite B-1, El Paso, TX 79925		d. Tel. No. 915-227-0081	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since about May 16, 2014, the above-named labor organization has restrained and coerced employees by denying employee (b) (6), (b) (7)(C) seniority for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer G-4 Secure Solutions USA, Inc.		4a. Tel No. 956-276-0134	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 1200 Business 77, San Benito, TX 78586		6. Employer representative to contact Assistant Project Manager Henry Mendiola	
7. Type of Establishment (factory, mine, wholesaler) Armed Security Company	8. Principal product or service Security services	9. Number of Workers employed 120	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	Tel No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) representative or person making charge		Print/type name and title or office, if any	Cell No.
			Fax No.
Address: (b) (6), (b) (7)(C)		Date: 6/18/14	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 16
819 TAYLOR STREET, ROOM 8A24
FORT WORTH, TX 76102-6107

Agency Website: www.nlr.gov
Telephone: (817)978-2921
Fax: (817)978-2928

August 29, 2014

(b) (6), (b) (7)(C)

Re: Security, Police and Fire Professionals of
America, Local Union 725 (G-4 Secure
Solutions USA, Inc.)
Case 16-CB-131361

DEAR (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that International Union of Security, Police and Fire Professionals of America (SPFPA), Local Union 725 has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **September 12, 2014**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than September 11, 2014. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before September 12, 2014**. The request may be filed electronically through the *E-File Documents* link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after September 12, 2014, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

MARTHA KINARD
REGIONAL DIRECTOR

Enclosure

cc: VALENTINE DE LA CRUZ, UNION PRESIDENT
INTERNATIONAL UNION OF SECURITY, POLICE AND FIRE
PROFESSIONALS OF AMERICA (SPFPA), LOCAL UNION 725
6425 BOEING DR., SUITE B-1
EL PASO, TX 79925

HENRY MENDIOLA, ASSISTANT PROJECT MANAGER
G4S SECURE SOLUTIONS USA, INC.
1200 BUSINESS 77
SAN BENITO, TX 78586

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
Room 8820, 1099 - 14th Street, N.W.
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Security, Police and Fire Professionals of America, Local Union 725 (G-4 Secure Solutions USA, Inc.)

Case Name(s).

Case 16-CB-131361

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 16-CB-131441	Date Filed 6/24/2014

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name <i>Security, Police, Fire Professionals of America</i>		b. Union Representative to contact <i>Valentin de la Cruz</i>	
c. Address (Street, city, state, and ZIP code) <i>6425 Boeing drive, Suite B-3 El Paso, Texas 79925</i>		d. Tel. No. <i>951-881-1590</i>	e. Cell No. <i>915-227-0081</i>
		f. Fax No. <i>915-881-1560</i>	g. e-Mail <i>valentin-de-la-cruz@yahoo.com</i>
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) <i>1A</i> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) <i>On or about May 31, 2014, The union caused the employee to change seniority date of (b) (6), (b) (7)(C) - For reasons that are discriminatory, arbitrary or in bad faith.</i>			
3. Name of Employer <i>645 Secure Solutions</i>		4a. Tel. No. <i>956-276-0134</i>	b. Cell No. <i>956-453-4604</i>
		c. Fax No. <i>956-0347</i>	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) <i>1200 West Highway 77 San Benito Tx. 78586</i>		6. Employer representative to contact <i>Francisco Gonzalez</i>	
7. Type of establishment (factory, mine, wholesaler, etc.) <i>Security</i>	8. Identify principal product or service <i>Security</i>	9. Number of workers employed <i>138</i>	
10. Full name of party filing charge <i>(b) (6), (b) (7)(C)</i>		11a. Tel. No.	b. Cell No. <i>(b) (6), (b) (7)(C)</i>
		c. Fax No.	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code) <i>(b) (6), (b) (7)(C)</i>			
12. DECLARATION I declare <i>(b) (6), (b) (7)(C)</i> and that the statements therein are true to the best of my knowledge and belief. By <i>(b) (6), (b) (7)(C)</i> (Signature or representative or person making charge) (Print type name and title or office, if any) Address <i>(b) (6), (b) (7)(C)</i> (date) <i>6-27-14</i> Tel. No. Cell No. Fax No. e-Mail <i>(b) (6), (b) (7)(C)</i>			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 16
819 TAYLOR STREET, ROOM 8A24
FORT WORTH, TX 76102-6107

Agency Website: www.nlrb.gov
Telephone: (817)978-2921
Fax: (817)978-2928

August 29, 2014

(b) (6), (b) (7)(C)

Re: Security, Police and Fire Professionals of
America (G4S Secure Solutions)
Case 16-CB-131441

DEAR (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that SECURITY POLICE AND FIRE PROFESSIONALS OF AMERICA has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleges that, on or about May 31, 2014, the Union caused the Employer to change your seniority date for reasons that are discriminatory, arbitrary or in bad faith.

The investigation revealed insufficient evidence to find that the Union breached its duty of fair representation when it did not honor the previous union's internal agreement regarding reinstating an employee's seniority. The evidence showed that the Union has evenly applied its collective bargaining agreement regarding seniority to all employees in the bargaining unit. As such, the evidence failed to demonstrate that the Union acted in bad faith or in a perfunctory or arbitrary manner. Based on this fact and the absence of any evidence of unlawful motive in the Union implementing the terms of its collective bargaining agreement, I am dismissing your charge.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **September 12, 2014**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than September 11, 2014. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before September 12, 2014**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after September 12, 2014, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

MARTHA KINARD
REGIONAL DIRECTOR

Enclosure

cc: VALENTIN DE LA CRUZ
SECURITY POLICE AND FIRE
PROFESSIONALS OF AMERICA
6425 BOEING DRIVE, STE B-3
EL PASO, TX 79925-1053

Security, Police and Fire Professionals of
America (G4S Secure Solutions)
Case 16-CB-131441

- 3 - August 29, 2014

FRANCISCO GONZALEZ
G4S SECURE SOLUTIONS
1200 W HWY 77
SAN BENITO, TX 78586

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
Room 8820, 1099 - 14th Street, N.W.
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Security, Police and Fire Professionals of America (G4S Secure Solutions

Case Name(s).

Case 16-CB-131441

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		16-CB-161522	10-5-2015
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union Security Police and Fire Professionals of America (SPFPA)		b. Union Representative to Contact David L. Hickory, Int'l President	
c. Address 25510 Kelly Rd, Roseville, MI 48066-4994		d. Tel. No. (586)772-7250	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about August 2015, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6) termination for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer The Diamond Group		4a. Tel. No. 817-732-2861	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 6410 SW Boulevard, Suite 128, Fort Worth, TX 76109		6. Employer representative to contact Paul Combs Contract Mgr.	
7. Type of Establishment (factory, mine, wholesaler) Service	8. Principal product or service Security Services		9. Number of Workers employed 100
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)	
	11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) Individual		Tel. No.
(signature of representative or person making charge)	Print type name and title or office, if any		Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)	Date: 10/1/2015	Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
 PRIVACY ACT STATEMENTS

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 9
550 MAIN ST
RM 3003
CINCINNATI, OH 45202-3271

Agency Website: www.nlr.gov
Telephone: (513)684-3686
Fax: (513)684-3946

January 25, 2016

(b) (6), (b) (7)(C)

Re: INTERNATIONAL UNION SECURITY POLICE AND FIRE
PROFESSIONALS OF AMERICA (SPFPA) (The Diamond Group)
Case 16-CB-161522

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that International Union, Security, Police, and Fire Professionals of America (SPFPA) has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **February 8, 2016**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than February 7, 2016. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before February 8, 2016**. The request may be filed

INTERNATIONAL UNION SECURITY
POLICE AND FIRE PROFESSIONALS
OF AMERICA (SPFPA) (The Diamond
Group)
Case 16-CB-161522

- 2 - January 25, 2016

electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after February 8, 2016, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,



Garey Edward Lindsay
Regional Director

Enclosure

cc: PAUL COMBS, CONTRACT MANAGER
THE DIAMOND GROUP
6410 SW BOULEVARD, SUITE 128
FORT WORTH, TX 76109

DAVID L. HICKORY
INTERNATIONAL PRESIDENT
INTERNATIONAL UNION, SECURITY,
POLICE, AND FIRE PROFESSIONALS OF
AMERICA (SPFPA)
25510 KELLY RD
ROSEVILLE, MI 48066-4994

MICHAEL J. AKINS
GREGORY, MOORE, JEAKLE & BROOKS, P.C.
65 CADILLAC SQUARE, SUITE 3727
DETROIT, MI 48226-2893

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

May 16, 2016

(b) (6), (b) (7)(C)

Re: International Union, Security, Police, and
Fire Professionals of America (SPFPA)
(The Diamond Group)
Case 16-CB-161522

Dear (b) (6), (b) (7)(C):

This office has carefully considered the appeal from the Regional Director's refusal to issue complaint. We agree with the Regional Director's decision and deny the appeal for the following reasons:

You have claimed that the International Union, Security, Police, and Fire Professionals of America (the Union) violated Section 8(b)(1)(A) of the National Labor Relations Act (the Act) by refusing to process a grievance related to the termination of your employment with the Diamond Group (the Employer). Our review did not disclose that the Union violated the Act. In this regard, unions are afforded wide discretion under the Act in the processing of grievances.

Our review of the Regional Office's investigation revealed insufficient evidence that you filed a grievance with the Union. Moreover, the Regional Office's investigation revealed that once the Union became aware that you had filed a grievance directly with the Employer, it conducted an investigation of the matter before ultimately determining not to proceed further. Such conduct falls within the wide range of reasonableness the Act provides to unions.

You have also argued on appeal that the union representative charged with processing your grievance was ill-informed on the provisions of the applicable collective-bargaining agreement. However, even if true, such conduct would constitute mere negligence which would not give rise to a violation of the Act.

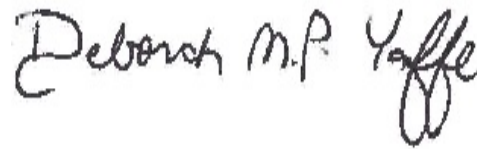
You further argue on appeal that another union representative was "close" with your supervisor. You provided no evidence of this alleged closeness, and there is insufficient evidence that this representative was involved in the processing of your grievance.

Consequently, we have no basis to issue a complaint in this matter because the Union did not violate the Act.

Accordingly, further proceedings are unwarranted.

Sincerely,

Richard F. Griffin, Jr.
General Counsel



By: _____

Deborah M.P. Yaffe, Director
Office of Appeals

cc: GAREY EDWARD LINDSAY
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
550 MAIN ST RM 3003
CINCINNATI, OH 45202-3271

PAUL COMBS
CONTRACT MANAGER
THE DIAMOND GROUP
6410 SW BLVD STE 128
FORT WORTH, TX 76109

MICHAEL J. AKINS, ESQ.
GREGORY, MOORE, JEAKLE &
BROOKS, P.C.
65 CADILLAC SQ STE 3727
DETROIT, MI 48226-2893

DAVID L. HICKEY
INTERNATIONAL PRESIDENT
INTERNATIONAL UNION,
SECURITY, POLICE, AND FIRE
PROFESSIONALS OF AMERICA
(SPFPA)
25510 KELLY RD
ROSEVILLE, MI 48066-4994

kf

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 16-CB-175478	Date filed 5/3/2016
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Security Police and Fire Professionals of America, Local 267		b. Union Representative to Contact Mitchell Samaniego Steward	
c. Address 25510 Kelly Rd, Roseville, MI 48066-4994		d. Tel. No. (512)460-4299	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Within the past six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievances of (b) (6), (b) (7)(C) regarding notice of expiration of qualifications (Article 18.1), pension opt-out rights, and improperly withheld union dues for arbitrary or discriminatory reasons or in bad faith.</p>			
3. Name of Employer Security Walls LLC		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 3651 S Interstate 35, Austin, TX 78741-7855		6. Employer representative to contact Troy Ross Site Supervisor	
7. Type of Establishment (factory, mine, wholesaler) Government contractor	8. Principal product or service Security services		9. Number of Workers employed 60
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)	
	11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel No.	
(signature of representative or person making charge)	Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)	Date: 1-7-15	Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 16
819 Taylor Street, Room 8A24
Fort Worth, TX 76102-6107

Agency Website: www.nlr.gov
Telephone: (817)978-2921
Fax: (817)978-2928

August 30, 2016

(b) (6), (b) (7)(C)

Re: Security Police and Fire Professionals of
America, Local 267 (Security Walls LLC)
Case No. 16-CB-175478

DEAR (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that **Security Police and Fire Professionals of America, Local 267** has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **September 13, 2016**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than September 12, 2016. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the **General Counsel in Washington D.C.** by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before September 13, 2016**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after **September 13, 2016, even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Martha Kinard

MARTHA KINARD
REGIONAL DIRECTOR

Enclosure

cc: MR. TROY ROSS, SITE SUPERVISOR
SECURITY WALLS, L.L.C.
3651 SOUTH INTERSTATE 35
AUSTIN, TX 78741-7855

MR. MITHCELL SAMANIEGO, STEWARD
SECURITY POLICE AND FIRE
PROFESSIONALS OF AMERICA,
LOCAL 267
25510 KELLY ROAD
ROSEVILLE, MI 48066-4994

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Security Police and Fire Professionals of America, Local 267

Case Name(s).

Case No. 16-CB-175478

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)